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*Office Memorandum* • UNITED STATES GOVERNMENT

TO : General Counsel

DATE: 23 February 1951

FROM : Director of Training

SUBJECT: Tuition and Related Payments Under Section 4, Public Law 110

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1. Reference is made to the discussion [REDACTED] had with you on the limiting aspects of the word "special" in Section 4 (a), of Public Law 110. I understand that there is some question about our authority to spend money for certain educational programs which we propose to inaugurate as part of the over-all career development program for CIA. In order that you may have grounds for necessary discussions with the Comptroller General, I am outlining below three of several programs which we propose, these three being those which probably are at greatest variance with the original intent of Section 4, Public Law 110.

2. For the moment we will call the first program the pre-graduation college program. This program contemplates the recruitment, selection, and assessment of a limited number of high potential college students at sophomore level. Such students would be made employees of the Agency at a nominal salary figure, and would be asked to follow a curriculum of our determination which would better prepare them for employment in CIA than any other. Our guidance of their college program might include as much as a change of school, selection of extracurricular activities or perhaps even summer vacation activities. Such a program would involve payment of tuition and related educational expenses, and in addition to the nominal salary, the payment of such extra living, travel, and related expenses as result from participation in the program. Manpower and other limitations allowing, we would expect this program to include approximately 100 per year. The third year, however, would not mean a total of 300 enrolled in the program in that some attrition must be expected. Any discussion of such a program should recognize that a large number of the students enrolled probably would be lost to the Agency for reasons of academic failure, or at least failure in the sense that they would not meet our high standards, or for the other numerous and obvious personal and public reasons which would apply with any such group. The Agency, therefore, would not, in a double-entry sense, be getting full return for its investment.

3. The second program which should be considered in an exploration of our powers under Section 4, P. L. 110, we might call post-graduate study for the new recruit. This program assumes that many college graduates would be of great potential value to the Agency but for reasons of failure to follow the peculiar curriculum which would prepare them specifically for employment in the Agency would require some post-graduate study to complete their preparation. Such recruits would be employed as

regular employees upon graduation from college but then would be given post-graduate training in a civilian institution, probably for a year or perhaps even longer, and would draw a regular salary from the Agency. However, the fact that the Agency required them to attend school would necessarily mean that the Agency would have to assume tuition and related educational expenses and further that if additional living and travel expenses grow out of their participation in such a program, the Agency would have to assume that expense also.

4. A third program which should be considered is in many respects similar to the two described above, and might be called a full-time college program for old employees. Here the questions would be practically identical with the program discussed last above except that the participant would be an employee of the Agency who had been selected and sent to a civilian educational institution as a result of the career management program within the Agency. The same kinds of things would have to be paid for by us.

5. Although other aspects of the college training phase of the career program might also be questioned under the present interpretation of Section 4 of P. L. 110, we believe that any action taken to allow the three programs discussed above would blanket in any others we might propose. We have been requested to prepare our recommendations for revision of Paragraph 10.1 of the Confidential Funds Regulations and Administrative Instruction 60-18, but will delay our drafting of such recommendations until receipt of your reply to our general question raised in this memorandum. Your assistance and guidance in the general and specific problems of this uncommon but very important training program will be appreciated.

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MATTHEW BAIRD